Intelligence Specialist (IS). Military information, particularly classified information about enemies or potential enemies is called "intelligence". Similar to the Active Duty component, Reserve IS personnel analyze information to determine its usefulness in military planning. They prepare materials that describe in detail the features of strategic and tactical areas worldwide to provide timely and relevant intelligence to Strategic, Operational and Tactical level decision-makers, supporting Navy, Joint, and or coalition missions.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	ISCM	19.6 Yrs	CSEL	N/A	CNIFR HQ/Region Staff, Major INTEL Command or COCOM Billets: CNIFR Region SEL/Staff/CNIFR HQ Rating Advisor/ Staff / CNIFR Region CC/Training LCPO/NAT Coordinator. Qualification: SEA, IWSE, PSEL
23-26	ISCM ISCS	19.6 Yrs 16.8	CSEL	N/A	CNIFR HQ/Region Staff, Major INTEL Command, COCOM, RP-17 Units DIA, JIOC, JRIC, NGA, ONI, USFF, NSW, INDOPACOM, COMPACFLT, Numbered Fleets, NAWDC, NCIS, SUB INTEL,Cyber Billet: CNIFR Region SEL/Staff CNIFR HQ Rating Advisor/ Staff CNIFR Region CC/Training/NAT Coordinator. Qualification: SEA, IWSE, PSEL
20-23	ISCM ISCS ISC	19.6 Yrs 16.8 12.3	CSEL	N/A	CNIFR HQ/Region Staff, Major INTEL Command, COCOM, RP-17 Units DIA, JIOC, JRIC, NGA, ONI, USFF, NSW, INDOPACOM, COMPACFLT, Numbered Fleets, NAWDC, NCIS, SUB INTEL, Cyber EMBED Duty, NECC, CRS, NSW, JSOC Billet: CNIFR Region SEL/Staff CNIFR HQ Rating Advisor/ Staff CNIFR Region CC/Training/NAT Coordinator. Qualification: PSEL, IWSE, SEA
16-20	ISCS ISC IS1	16.8 Yrs 12.3 7.9	CWO, CSEL	N/A	CNIFR HQ/Region Staff, Major INTEL Command, COCOM, RP-17 Units DIA, JIOC, JRIC, NGA, ONI, USFF, NSW, INDOPACOM, COMPACFLT, Numbered Fleets, NAWDC, NCIS, SUB INTEL, Cyber EMED: NSW, JSOC, CRS, NECC Billet: CNIFR Unit SEL/Staff CNIFR HQ Rating Advisor/ Staff CNIFR Region CC/Training/NAT Coordinator. Qualification: CSC, PSEL, IWSE, SEA
12-16	ISCS ISC IS1	16.8 Yrs 12.3 7.9	OCS, LDO, CWO	N/A	CNIFR Region Staff, COCOM, RP-17 Units DIA, JIOC, JRIC, NGA, ONI, USFF, NSW, INDOPACOM, COMPACFLT, Numbered Fleets, Fleet Commands, Cyber, NSW, NAWDC, NCIS, SUB INTEL Billet: Billet: CNIFR Unit SEL/Unit LPO Qualification: JEPD, PSEL

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-12	ISC IS1 IS2	12.3 Yrs 7.9 3.6	STA-21, OCS, LDO	N/A	COCOM, RP-17 Units DIA, JIOC, JRIC, NGA, ONI, USFF, NSW, INDOPACOM, COMPACFLT, Numbered Fleets, Fleet Commands, Cyber, NSW, NAWDC, NCIS, SUB INTEL Billet: Analyst or LPO EMBED Duty: NECC, CRS, NSW, JSOC Qualification: "F' schools, JEPD, PSEL
4-8	IS1 IS2 IS3	7.9 Yrs 3.6 1.8	STA-21, OCS, Naval Academy	N/A	COCOM, RP-17 Units DIA, JIOC, JRIC, NGA, ONI, USFF, NSW, INDOPACOM, COMPACFLT, Numbered Fleets, Fleet Commands, Cyber, NSW, NAWDC, NCIS, SUB INTEL Billet: Analyst or LPO EMBED Duty: Note 5 Qualification: "F' schools, NAPD, JEPD
1-4	IS2	3.6 Yrs	STA-21, OCS, Naval Academy	N/A	COCOM, RP-17 Units DIA, JIOC, JRIC, NGA, ONI, USFF, NSW, INDOPACOM, COMPACFLT, Numbered Fleets, Fleet Commands, Cyber, NAWDC, NCIS, SUB INTEL Billet: Analyst EMBED Duty: Note 5 Qualification: NAPD, JEPD
1+/-	IS3 ISSN ISSA New Accession Training	1.8 Yrs		N/A	Automatic advancement to IS3 permitted. Member must complete IS 'A' school and maintain TS/SCI clearance eligibility. Ref: BUPERSINST 1430.16 and NAVADMIN 200/17. Qualification: NAPD

Notes:

1. "A" School required.

2. IS's must maintain a valid adjudicated TS/SCI security clearance.

3. PRD is typically limited to 60 months.

4. Cross-assignment to an Information Warfare Community (IWC) billet may be required due to geographic limitations based on Sailor's home of record. This may restrict assignment diversity; however, Sailors should make every effort to seek career diversity or diversity in challenging billet assignment. Cross-assignment PRDs are usually limited to 24 months.

5. Embedded billet assignment (EMBED) is not recommended for junior enlisted during first tour. Coordination should be made between NOSC CCC office and CNIFR Regional EMBED Coordinator.

6. Enlisted Information Warfare Specialists (EIWS) is no longer a CNIFR requirement. Only Sailors assigned or mobilized to units under Operational Commands with an approved program have an opportunity to qualify.

Revised: March 2021

7. Reserve Units support their active duty counterparts by Sailors being on various type of orders for extended periods of time which allow multiple opportunities to fill enhancing, challenging assignments. This can hone Sailors analytic skills through focusing, further developing technical expertise. These various opportunities provide insight into intelligence planning, management, budgeting, manpower and the execution of intelligence administration and operations.

   a. The successful completion of a challenging department or division leadership role (LPO/LCPO) at a Numbered Fleet MOC/MIOC, JIOC, JAC, or JOC is essential in developing the technical and leadership skills sought in senior enlisted ISs.
   b. NSW support billets.
   c. Centers of excellence.
   d. Focused scope of work.
   e. Successful completion is defined by the member earning competitive performance marks on their evaluations.
   f. CI support billets

8. Special consideration should be given to IS's who demonstrate rating involvement through participation in important rating modernization functions, including Occupational Standards Review, PQS Development, NTTP, NWP, Joint Publication revisions, Advancement Exam Review, Course Curriculum Development and Reviews.

9. Sailors should attend all requisite professional development courses as prescribed by their time in service and rank as appropriate:

   NAPD Course: The New Accession/Affiliation Professional Development (NAPD) course instructs new Sailors on relevant topics to be successful as an Information Warfare Reservist. Any Rate/Rating eligible. E1 – E3 SELRES within their first year of accession.

   JEPD Course: The Junior Enlisted Professional Development (JEPD) Course instructs Petty Officers on relevant topics to be successful as Reserve Enlisted Leaders at the Watch Center Supervisor and Leading Petty Officer level. Any IW Rate eligible. E5 - E6 SELRES with 3 years or more as a Reservist)

   PSEL Course: The Perspective Senior Enlisted Leader (PSEL) course instructs and demonstrates to Chief Petty Officers the relevant topics to be successful as Reserve Senior Enlisted Leaders at the Department and Unit SEL level. Any E7 - E8 IW rating eligible and ideal for second through fourth year as a Chief Petty Officer.

   IWSEC: Course: The Information Warfare Senior Enlisted (IWSE) course. Prerequisite to this course is completion of PSEL. This is the CNIFR Enlisted Leadership capstone course ideal for E8 - E9 SELRES considering a Major Command SEL or REGSEL billet.

10. All IS's are expected to maintain technical expertise, while expanding rating knowledge. Fully qualified Sailors will be able to show a dynamic progression throughout their career by displaying success in challenging assignments commensurate with their paygrade. Successfully completing a tour at a command that possess a large summary group, especially where there is opportunity to lead peers and develop juniors, is recommended but not required.

11. Sailors should also have challenging command/department collateral duties and other qualifications that support command mission and leadership. They should be in positions that allow enlisted leaders the ability to develop subordinates and mentor them in proper career progression

12. NEC's include:

   K070 - Intelligence Specialist A School (NEC Activated in Oct 2019)
   K10A - Imagery Intelligence Analyst
   K12A - Expeditionary Warfare Intelligence Analyst (Will sundown OCT 2019 as part of K36A est)
   K13A - Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist
   K23A - Strike Warfare Intelligence Analyst
   K24A - Operational Intelligence (OPINTEL) Analyst (Will sundown OCT 2019 as part of K36A est)
   K27A - Advanced Strike and Tomahawk Land Attack Missile (TLAM) Mensuration Analyst
   K36A - Operational Intelligence Analyst (NEC Activated in OCT 2019)

Revised: March 2021

K37A - Cyber Threat Intelligence Analysis Course (CTIAC)
843A – Navy Debriefer
844A – Defense Strategic Debriefer
845A – Defense Interrogator
846A – Military Source Operations (MSO) Specialist
848A – CI/HUMINT Cyber Specialist
849A – Operational Support Specialist

13. Targeting Tracking NEC's include:

K38A - Joint Targeting School Graduate
K39A - Target Development Analyst
K40A - U.S. Navy Targeting Specialist

NEC Notes:

(1) Listed NECs are only those that SELRES are qualified to earn based upon NAVPERS 18068F Volume 2.

(2) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.

Considerations for advancement from E6 to E7

Highly competitive/most fully qualified candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

- Attend the Junior Enlisted Professional Development (JEPD) course. The JEPD course instructs Petty Officers on relevant topics to be successful as Reserve Enlisted Leaders at the Watch Center Supervisor and Leading Petty Officer level.
- Demonstrated leadership and subordinate development utilizing technical expertise via earned platform PQS/watch qualifications, GEOINT Professional Certification (GPC) Proficiency Levels (PL) I-IV, Intelligence Fundamentals Proficiency Certification (IFPC), or other Navy Credentialing programs (i.e., Navy COOL)
- Demonstrated institutional expertise through completion of Professional Military Education (PME), Primary PME (PPME), Senior Enlisted Joint PME (SE-JPME) Phase I, or advanced civilian education or certifications/ qualifications demonstrating civilian transferability of skills
- Demonstrated rating subject matter expertise (SME) through community engagements and participation in A, C, and F School Training Requirements Reviews (TRR), Occupational Standards (OCCSTDs) reviews/development, etc.
- Completion a rate-specific mobilization or other active duty assignment in support of fleet, joint, or special operations
- Served as LPO or divisional LPO for large unit or any periods of documented acting Unit LCPO duties
- Diversity in billet or platform assignment (Note 3 and 4); to include: COCOM, ONI, DIA, NSW, Expeditionary, Cyber, EMBED, etc.
- Diversity in challenging command-level collaterals that support command mission and leadership (e.g. CFL, Unit Cross-Assignment Coordinator, Command Career Counselor, Urinalysis Program Coordinator (UPC), etc.).
- First Class Petty Officer Association (FCPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Cyber billets contain a unique perspective of OPINTEL for IS's who serve in Cyber Mission Force billets or 10th Feet staff. Those assigned at staff level, should qualify as Fleet Intelligence Watch Officer, and break out as Directorate LPO. At the team level, National Mission Team (NMT), Combat Mission Team (CMT) or Combat Support Team (CPT), should be qualified as an All Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Operational Target Development Analyst (OTDA)

Revised: March 2021

Considerations for advancement from E7 to E8

Highly competitive/most fully qualified candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

- Attend the Senior Enlisted Professional Development (SEPD) course. The SEPD course instructs and demonstrates to Chief Petty Officers the relevant topics to be successful as Reserve Senior Enlisted Leaders at the Department and Unit SEL level. The goal is to have students complete 100 and 200 sections of the Unit SEL JQR prior to attending PSEL.
- Demonstrated institutional expertise through completion of Senior Enlisted Academy (SEA), Prospective Senior Enlisted Leader (PSEL) course, Reserve Senior Enlisted Management (RSEM), Navy Reserve Unit Manager's (NRUM) course, PPME, SE-JPME Phase I/II, CNIFR Regional Triad Leadership conferences, or advanced civilian education or certifications/qualifications demonstrating civilian transferability of skills
- Demonstrated leadership of subordinates and peer development utilizing technical expertise through earned platform PQS/watch qualifications, GPC PL I-IV, IFPC, or other Navy COOL programs
- Demonstrated rating SME in community engagements through participation in A, C, and F School TRRs, Reserve Intelligence Leadership Summit (RILS), OCCSTDs, AERRs, etc.
- Completion a rate-specific mobilization or other active duty assignment in support of fleet, joint, or special operations
- Assignment as unit LCPO, especially where there are large summary groups and opportunity to lead peers and develop juniors.
- Diversity in billet or platform assignment (Note 3 and 4); to include: CNIFR HQ (TYCOM) or Regional Staff, LCPO of COCOM, ONI, DIA, NSW, Expeditionary, Cyber, EMBED, etc.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Cyber billets contain a unique perspective of OPINTEL for IS's. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer, SIGINT Watch Officer, Assistant Battle Watch Commander, and break out as Division or Directorate LCPO. At the team level, NMT, CMT or CPT, should be qualified as Lead All Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Lead Operational Target Development Analyst (OTDA)

Considerations for advancement from E8 to E9

Highly competitive/most fully qualified candidates for selection as a Master Chief Petty Officer have met many or all of the following milestones:

- Attend the Prospective Senior Enlisted Leader (PSEL) capstone course.
- Demonstrated leadership of subordinate and peer development utilizing technical expertise through earned platform PQS/watch qualifications, GPC PL I-IV, IFPC, or other Navy COOL programs
- Demonstrated institutional expertise through completion of SEA, PSEL, NRUM, PPME, SE-JPME Phase II, CNIFR Regional Triad Leadership conferences, or advanced civilian education or certifications/qualifications demonstrating civilian transferability of skills
- Demonstrated rating SME in community engagements through participation in A, C, and F School TRRs, RILS, OCCSTDs, AERR, etc. and/or selection as CNIFR Rating Advisor
- Completion a rate-specific mobilization or other active duty assignment in support of fleet, joint, or special operations
- Assignment as unit LCPO, especially where there are large summary groups and opportunity to lead peers and develop juniors
- Diversity in billet or platform assignment (Note 3 and 4); to include: CNIFR HQ (TYCOM) or Regional Staff, LCPO of COCOM, ONI, DIA, NSW, Expeditionary, Cyber, EMBED, etc.

Revised: March 2021

- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Cyber billets contain a unique perspective of OPINTEL for IS's. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer (FIWO) and serve as the Directorate/Department LCPO. Qualify All Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) through formal schooling, and demonstrate technical proficiency via command/mission impact. Demonstrate leadership of dynamic flection efforts across multiple teams.

Commissioning/Other Special Programs:

a. CWO Program - provides a commissioning opportunity to qualified senior enlisted personnel. CPO (E7 through E9), including E6 personnel, when notification has been received by the CO that the individual is a selectee for CPO or that advancement to CPO has been authorized, and serving on active duty or as a member of the Ready Reserve in a drilling unit (pay or non-pay) for inactive duty applicants. An E6 selection board eligible for E7 may apply for LDO.

711X. . . .Boatswain (Surface)
712X. . . .Operations Technician (Surface)
713X. . . .Engineering Technician (Surface)
715X. . . .Special Warfare Technician
716X. . . .Ordnance Technician (Surface)
717X. . . .Combat Craft Technician
781X. . . .Crypto Warfare
782X. . . .Information Systems
783X. . . .Intelligence Technician

b. LDO Program - provides a commissioning opportunity to qualified senior enlisted personnel (and CWOs). Active duty personnel must have completed at least 8, but not more than 16 years of active Naval Service. SELRES must have at least 8, but not more than 16, years of Total Qualifying Federal Service.

623X. . . .Engineering/Repair-Submarine
626X. . . .Ordnance-Submarine
628X. . . .Electronics-Submarine
629X. . . .Communications-Submarine
633X. . . .Aircraft-Maintenance
641X. . . .Administration
649X. . . .Security
653X. . . .Civil Engineer Corps

c. Naval Academy - The U.S. Naval Academy (USNA) is seeking top performing, energetic male and female Sailors and Marines, active and reserve, who have demonstrated strong leadership for admission to the Naval Academy. Among each USNA class is a corps of prior-enlisted Sailors and Marines who infuse peer-level fleet experience into the Brigade of Midshipmen. Applicants must not have passed their 23rd birthday on 1 July of the year of admission to USNA.

d. STA-21 Commissioning Program - a commissioning program that provides an excellent opportunity for highly motivated active duty enlisted personnel in the Navy or Navy Reserve, including FTS, SELRES, and Navy Reservists on active duty to complete requirements for a baccalaureate degree and earn a commission in the URL, NC, SC, MC, CEC, special duty officer (Intel), special duty officer (IW, formerly Cryptology), SWO IP/IW/ED/OCEANO options, or HR officer. Individual option programs may have additional requirements and specific restrictions.

Pilot Option-Must be at least 19 years old and not have passed their 32nd birthday upon commissioning.

Naval Flight Officer Option-Must be at least 19 years old and not have passed their 32nd birthday upon commissioning.

Revised: March 2021

Surface Warfare Officer Option-Must be able to complete degree requirements and be commissioned prior to age 31. Waivers beyond age 31 will not be considered.

Special Duty Officer (Information Professional) Option-Must be at least 18 years old and be able to complete degree requirements and be commissioned prior to 35th birthday.

Nuclear (Submarine and Surface) Option-Candidates must begin coursework at their STA-21(N) university prior to the completion of eight years of military service. Must complete degree requirements and be commissioned prior to their 31st birthday. Age waivers may be approved on a case by case basis.

Special Warfare Option-Must be able to complete degree requirements and be commissioned by age 29. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to 24 months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to age 42.

Explosive Ordnance Disposal (EOD)-Must be at least 19 years old and be able to complete degree requirements and be commissioned prior to 30th birthday. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to twenty-four (24) months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to age 35.

Civil Engineer Corps Option-Must be at least 19 and less than 35 at time of commissioning. For applicants over 35 and less than 42, waivers may be granted by BUPERS-316E with recommendation from NSTC on case-by-case basis.

Nurse Corps Option-Must be at least 18 years old and be able to complete degree requirements and commissioned by age 42.

    e. CSEL Program - Command Senior Enlisted Leaders provide leadership and mentorship to the Navy and advise commanders and COs in partnership with the deputy, chief of staff, or executive officer. These duties include the dissemination and promotion of command policy and matters that support mission accomplishment. They also uphold and enforce the highest standards of professionalism and integrity, while enhancing active communication at all levels of command through the Department of the Navy.

    f. OCS Program - an initial commissioning program for individuals possessing at least a baccalaureate degree from an accredited institution. Selectees for OCS may choose, depending upon individual qualifications, designators within the URL, Restricted Line (RL), and certain staff corps designators.

Revised: March 2021